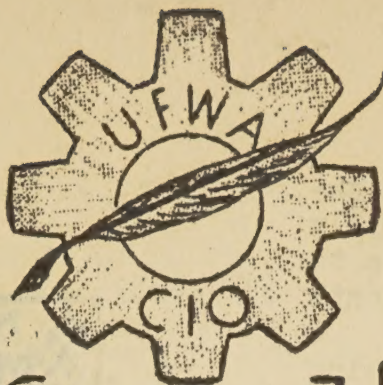


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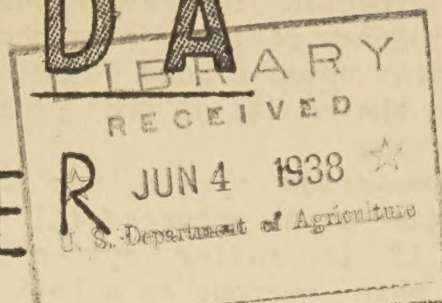
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ORGANIZER



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AGRICULTURE LOCAL #2, U.F.W.A.

June 1938.

SECRETARY OUTLINES APPEALS PLAN

Memorandum No. 753, recently issued by Secretary Wallace, outlines policies of the utmost importance to all employees of the Department of Agriculture. In it the Secretary reaffirms two basic rights of an employee: (1) The right to join an organization or association of employees, and (2) the right to designate an organized group or association of employees to confer with departmental supervisory personnel on his behalf.

The Secretary also establishes a complete procedure by which an employee or his representatives may adjust grievances. This procedure provides for the appealing of decisions on grievances to the Office of the Secretary.

According to this memorandum, the steps which could be taken to adjust an employee grievance by an organization, such as Agriculture Local #2, are as follows:

1. Conference with immediate supervisor of the employee involved.
2. Appeal to the Chief of the Bureau.
3. Submission of the case to a board of three persons made up of the Bureau Chief, a representative of the employee (Agriculture Local #2 in this example) and a third person appointed by these two. This board would make recommendations to the Bureau Chief on the basis of its findings.
4. Appeal to the Director of Personnel and resubmission of the case to a new board, set up similarly to that above, if necessary.
5. Final written appeal to the Secretary of Agriculture.

The above procedure is along the lines advocated by the UFWA in its adjustment work, particularly as embodied in the Federal Workers' Appeals Bill now pending in Congress.

WORKERS' LEAVE SAVED!

As a result of Executive Order, following direct appeal of U.F.W.A. to President Roosevelt, 67,000 employees will be able to take vacations after July 1 who otherwise might have been deprived of their leave.

Last month, the General Accounting Office ruled that emergency Federal employees whose appointments terminated June 30 would lose all sick and annual leave not taken by that time even though they were reappointed or transferred without a break in service.

An appeal sent by President Baker to the White House on April 26 for intervention to prevent this injustice was acknowledged on May 9 by President Roosevelt, who advised that Executive Order had been issued on that day to protect the leave of the employees involved.

NEXT MEETING of Agriculture Local #2 will be at 8 P.M., Wednesday, June 1, at 532-17th St. N.W. Elections for the coming year will be held. There will be group singing and recordings from "Pins and Needles", the labor play produced by the International Ladies Garment Workers Union in New York. There will be dancing after the meeting. Everybody welcome.

At conferences which preceded the issuance of the Secretary's memorandum the U.F.W.A. was represented by President Jacob Baker, Secy.-Treas. Eleanor Nelson, and by the President of Agriculture Local #2, Simon Rottenberg.

EFFICIENCY RATINGS

We are expecting to receive our annual efficiency ratings very shortly now, and this seems a good occasion to reflect on the merits of the present rating system.

The five-grade system now being used strikes us as unnecessarily cumbersome. If the rating system is to serve its main purpose as a basis for advancement or discharge, only two grades are necessary to characterize the work of employees--satisfactory and unsatisfactory. Additional refinements open the way to favoritism and petty jealousies.

Nor do we feel that our working efficiency and morale are raised by the multi-grade system. Constructive criticism based upon careful analysis of work habits and working conditions seems to us the real means of aiding workers to achieve a mastery of their jobs. This is just as valuable when directed by employees to their supervisors as vice versa.

Closely related to the question of efficiency ratings is the fact that, if an evaluation of a worker's efficiency is to mean anything, satisfactory work should be rewarded as promptly as unsatisfactory work is penalized.

Important in this connection is the Federal Worker's Minimum Wage Act of 1938, sponsored by the United Federal Workers of America. This act would provide, among other things, that--

"....unless the services of any employee shall have been affirmatively rated as unsatisfactory, he shall automatically be promoted, at the beginning of the quarter following each year's service, to the next higher salary rate within the grade in which his position is allocated, until he shall have attained the highest rate prescribed for such grade...."

The Office of the Solicitor has set up a Board of Review for efficiency ratings. Any aggrieved employee may appeal within ten days to correct any injustices that may have been done.

GROUP HEALTH



The Group Health Association is a local cooperative clinic providing its members with all types of medical and surgical services with a few exceptions. By means of monthly payments for families, Federal employees can budget their medical costs and get better medical care than they could afford in the past.

U.F.W.A. has been an ardent partisan on behalf of GHA. It is the only Federal employee union publicly to endorse and defend GHA in the fight against vitriolic attacks of leaders of the District Medical Society.

President Jacob Baker, besides being an active defender of GHA, is a member of the Washington League for Cooperative Medical Service, a city-wide organization dedicated to the dissemination of information on and assistance to medical cooperatives.

FARM SECURITY JOINS AGRICULTURE

We take pleasure in announcing the amalgamation of Farm Security Local #4, U.F.W.A., with our own Agriculture Local.

We welcome the individual members of this local and hope they will immediately partake fully in our activities.

DISTRICT COOPERATIVES

Life insurance, automobile insurance, a cooperative buying program, excursion rates on railroads, an auto travel exchange, health activities, and Consumers' Union reports are included in the program of the Welfare Committee of the U.F.W.A. District Council now being presented to all locals in the District.

Renewable term insurance in the Eureka Maryland Assurance Company is available, the lowest-cost plan for those who want protection but do not wish to use an insurance company as a savings bank. Shortly after these arrangements were made, the Consumers' Union approved this type of contract as the best obtainable. Any member of the U.F.W.A. under 45 years of age in reasonably good health may secure a contract up to \$3,000 without medical examination. If over 45 or insurance up to \$5,000 is desired, a medical examination must be passed. No discrimination is made because of sex or race.

Through arrangements made with the D.C. Cooperative League, Union members may obtain automobile insurance in the Farm Bureau Mutual Automobile Insurance Company. Policies may be obtained from R.H. Bready, Service Manager at U.F.W.A. Headquarters.

The Welfare Committee has had in mind a cooperative buying campaign and has made a start through arrangements with the Cooperative League. Agriculture Local #2, U.F.W.A., voted to

affiliate with the League at the last meeting.

Discounts to Union members may be obtained on books, magazines, pictures and rentals from the Intimate Bookshop on fuel from the Cooperative Coal Committee; on milk products from Model Farms Dairy; on jewelry and repairs from B. Greenberg; on furniture from American Upholstry Co.; on women's accessories, gifts and greeting cards from Floselle, Inc.

These savings are returned quarterly to members after presenting receipted bills from these merchants.

Subscriptions to Consumers' Union, which rates merchandise tested in its laboratories and issues a buying guide, may be obtained by members at \$2.00 for the full \$3.00 service and at 60¢ for the \$1.00 limited service.

Special arrangements have been made to purchase Modern Age Books through U.F.W.A. headquarters.

A travel bureau has been set up at headquarters for transportation by automobile, where expenses may be shared and dates of departure and return determined.

National headquarters has recognized the importance of this program of the Welfare Committee by designating Richard Bready as National Services Secretary. His compensation is to be derived largely from revenues developed through this program.



ON THE U.F.W.A. FRONT

Past issues of the ORGANIZER have recounted gains made by our own local of the UFWA. Other locals have also been doing splendid work in improving conditions of government employees. In this and future issues we will tell what these other locals have accomplished. As a start, we list some of the achievements of WPA Local #1:

1. Compensatory time off for overtime.
2. Two week's notice of dismissal, after which time annual and overtime leave are taken.
3. A replacement register whereby thousands of experienced government employees who lose their jobs through completion of WPA projects secure new positions in the WPA and in other agencies of the Federal Service.
4. Private bulletin boards for union notices.
5. Official recognition of the union as an agency to represent employees. (Agriculture employees have this too—see Section II of Secretary Wallace's memorandum of May 17!)
6. A promotions-from within policy whereby WPA employees have first chance to fill vacancies. (Local 2 won this agreement for Agriculture employees—watch the bulletin boards for notices of vacancies!)
7. Copy of efficiency rating sent to each employee and the personnel file open to inspection by the personnel.
8. Numerous reclassifications of improperly classified employees.
9. Supplementary pay checks to employees whose salaries had been reduced as a result of unfair reclassification.
10. Closed offices when temperature reaches 94 degrees fahrenheit.

Marcel Kistin, Chairman of the WPA Adjustment Committee says: "These agreements won by the WPA Local and the benefits accruing to individuals and groups of employees have materially raised the efficiency of the service and have resulted in more satisfactory personnel relations."

INJURED WORKER HELPED BY UNION

A broken back and possible severance of the spinal cord---injuries received on the job, make it highly improbable that one of our Department employees will ever be able to return to duty.

The Welfare Committee of Agriculture Local #2 was recently asked by this federal worker's Congressman to look into the case; preparatory to getting an indemnifying bill through Congress.

The employee has been in the hospital for some time, has been placed on reduced salary, was advanced two years' sick and all annual leave, and had refused to sign an application for employees' compensation.

Compensation would amount to only two-thirds salary, and the employee had thought signing might jeopardize his chances for getting a Congressional bill in his favor. Further Union investigation has shown, however, that no quit-claim or release of any kind is required in the compensation application. Upon learning this, through the Union's efforts, the employee has signed, now awaits passage of his bill.

The employee, his wife, the personnel officers concerned, and the Congressman have expressed appreciation of the work done on the case by the Union.

JOIN LOCAL #2 TODAY!

NAME _____

ADDRESS _____

BLDG. _____ ROOM _____ PHONE _____

Fill out this blank and return by chain letter to John A. Schriker, Room 3630, South Bldg., Dept. of Agriculture. Join Agriculture Local #2, United Federal Workers of America.